

17 March 1981

25X1 MEMORANDUM FOR: [] EO/OMS

25X1 FROM : [] Executive Officer
Office of Economic Research

SUBJECT : PAT-B Results

The Office of Economic Research relies heavily on PAT-B Assessments in selection of economic analysts. PAT-B test scores frequently indicate personality traits, job interests, skills and knowledge -- that were not discovered in our regular applicant screening process. As you know, we review Agency Personal History Statements, college transcripts and writing samples as well as conduct pre-processing interviews before deciding whether to place an applicant in process. PAT-B test scores are valuable when they confirm our judgment of an applicant's potential. They are even more helpful in judging minority applicants and applicants from less well-known educational institutions where academic transcripts are less reliable. Because travel funds from OPPPM for pre-processing interviews are very tight this fiscal year, we would welcome more Part One PAT-B evaluations from the field to help us in this phase of applicant evaluations. Without the PAT-B assessments, in many cases, OER would fail to hire applicants who deserve employment and bring on marginal candidates we would otherwise reject.

As you know, OER requested [] earlier this month to conduct a historical correlation for us by comparing selected OER employees rated by OER's Career Board in high, medium, low, and bottom 10 percent categories against their PAT-B evaluations in order to identify common denominators that could help us improve our selection process. We find the PAT-B Assessment a useful analytical tool in both the hiring process and to a lesser extent, as background for employee counseling purposes.



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